



# Cornerstone

ON DEMAND *Empowering People*

PRODUCT  
DATASHEET

L LEARNING

C CONNECT

P PERFORMANCE

S SUCCESSION

X EXTENDED ENTERPRISE

## Cornerstone Business Edition

EMPOWER YOUR PEOPLE WITH CORNERSTONE BUSINESS EDITION, THE ONLY FULLY SCALABLE, ON-DEMAND INTEGRATED TALENT MANAGEMENT SOLUTION BUILT SPECIFICALLY FOR MID-SIZED, GROWTH-ORIENTED COMPANIES.

### BEST-IN-CLASS TALENT MANAGEMENT FOR YOUR MID-SIZED BUSINESS

Cornerstone OnDemand has developed integrated talent management platforms to help some of the world's largest companies address their learning and talent management challenges.

#### CAPABILITIES

- Learning management (including pre-packaged e-learning classes, instructor-led training, and virtual classrooms);
- Performance management (including performance reviews and goal management)
- Enterprise social networking (including communities of practice, blogs, wikis, and more)
- Succession planning (including tools for high-potential talent identification, development planning, and organizational charting)
- Compensation (including management of a variety of compensation and incentive programs, budgeting summaries, and analytics)

#### BENEFITS

- Increase employee productivity
- Improve employee retention and engagement
- Realize greater consistency through performance review process
- Better target training to close skill gaps
- Drive collaboration and communication among employees
- Mitigate risk through improved compliance
- Save significant time and resources through automation of manual processes

Based on this experience and in collaboration with leading HR and talent management practitioners, consultants, and learning experts, we've developed **Cornerstone Business Edition**, the industry's first turnkey talent management solution created specifically for mid-sized companies.

Not a "light" version of a different product, Cornerstone Business Edition offers the same industry analyst-validated software in use by the largest global organizations – **with best practices and content already included** for easy implementation and administration.

Cornerstone Business Edition is a complete learning and talent management solution on a single platform. We include best practices guides and templates designed to provide you with the knowledge and tools necessary to not only assess, develop, manage and motivate your people, but to also plan your overall talent management strategy. Whether you need to tackle a collaborative training project, automate performance reviews, roll out a pay-for-performance structure, or create succession plans for key leadership roles, Cornerstone Business Edition is powerful and flexible enough to meet your challenges and grow with your business' talent management needs.

### PRE-LOADED WITH CONTENT TO HELP DRIVE ADOPTION AND ENGAGEMENT

Competency models, HR forms, and integrated content bundles are pre-loaded for ease of use, and best practices for security roles and preferences are already pre-configured so you can start empowering your employees – and quickly realize a rapid return on investment (ROI).

## 1 JOB POSITIONS

- Valid and relevant descriptions including general tasks, responsibilities and competencies
- Succession planning scenarios as well as succession planning attributes (education, licenses and skills)
- More pre-packaged competency models than any other vendor in the space
- Training for each position based on specifications and qualifications

**Career Center**

Resume | Career Preferences | Career Path | Search Other Jobs

Vice President, Operations (Current Job) → Chief Executive Officer

**Curtis Simms**  
Vice President, Operations  
Central Manager: Charles Cook

**Vice President, Operations**  
Responsible for the overall performance and business direction of the operations department.

Profile Match: 50%

**Responsibilities**

- May participate in formulation of relevant company policies.
- Oversees company's operations and planning of material use; oversee activities related to making products or providing services.
- Responsible for the overall performance and business direction of the operations department.

**Competency Summary**

Competency	Rating	Target	Difference	0	1	2	3	4	5	
Adaptability Level 5	4.0	4.0	0.0	[Progress bar]						
Relationship Building Level 5	3.7	5.0	-1.3	[Progress bar]						◆
Resource Management Level 5	5.0	5.0	0.0	[Progress bar]						
Risk Taking Level 5	4.3	4.0	0.3	[Progress bar]						
Strategic Thinking Level 5	4.0	5.0	-1.0	[Progress bar]						◆

**Recommended Activities**

- Getting the Most Out of Your Day (Includes Simulation)** 3 hours 0 minute | Element K  
In this course, you will learn how to develop SMART goals, break time barriers, and focus on what is important. You will learn how to pinpoint the benefits of time management, and identify guidelines for defining your goals. In addition, you will learn how to avoid procrastination, minimize interruptions, and avoid perfectionist tendencies. Finally, you will identify steps that convert goals into...
- Leading Your Team to Business Results (Includes Simulation)** 3 hours 0 minute | Element K  
Once you have developed basic leadership skills, you will learn to put those skills into practice to achieve business results. In this course, you will learn to lead culturally diverse teams, negotiate conflict, and establish a team vision.

## 2 EMPLOYEE PERFORMANCE MANAGEMENT

- Department-specific goals library to build SMART goals by job family
- Performance review templates that can be customized or used "as is"
- Review Questions Library to consider or use during the feedback process
- Comment Assistant to be used by managers as a starting point for effective comments and review feedback
- Inappropriate word filter

**2010 Year End Performance Review**  
Review Period: 7/1/2010 - 12/31/2010

**Kate Summers**  
Customer Service Repr

**Overview**

Instructions | Rating

**Welcome to the Performance Management Process!**

Please click here to find an overall guide to the Performance Management Philosophy.

Please find below the steps in the process:

1. **Complete Self Review** – Complete and submit self-assessment to Supervisor. Provide specifics on your performance based on your job duties, business objectives and achievements.
2. **Manager Review** - Your manager will assess you based on your self-review as well as your performance throughout the year. Indirect manager will review and

**Review Steps**

Self Review → Manager Review Due Date: 9/1/2011 → Indirect Manager

Recap Steps | Continue

Attachments: Upload Attachments

Save | Cancel | Print

## 3 INDIVIDUAL DEVELOPMENT PLANNING

- Competency Models
- Competencies
- Development Plans by Job Family
- Development Actions
- Core Bundle of Training with courses from Element K

**Cornerstone**  
ON DEMAND Empowering People

Cornerstone OnDemand is a global provider of comprehensive learning and talent management software and services. Our solution is designed to help organizations empower their people and maximize the productivity of their workforce. To learn more, visit [www.cornerstoneondemand.com](http://www.cornerstoneondemand.com).